

**Ira F. Jaffe, Esq.**  
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Mr. Jaffe is a full-time arbitrator and mediator with an active practice in the private and public sectors. He currently serves on over 70 permanent arbitration panels in a wide variety of industries (including a number of panels in the airline industry), is a member of the National Academy of Arbitrators, and also is a member of the National Labor Panel, Employee Benefit Plan Claims, Multiemployer Pension Plan, and Resolution of Trustee Deadlocks arbitration and mediation panels maintained by the American Arbitration Association, and of the rosters of labor arbitrators maintained by the Federal Mediation and Conciliation Service, the National Mediation Board, and other public agencies. In early 2002, Mr. Jaffe served as a Member of Presidential Emergency Board 236 (United Air Lines and International Association of Machinists and Aerospace Workers). In 2007, Mr. Jaffe served as a Member of Presidential Emergency Board 241 (MetroNorth and International Brotherhood of Teamsters) and as a Member of Presidential Emergency Board 242 (Amtrak and eight Rail Organizations).

Mr. Jaffe has worked as a full-time arbitrator and mediator since 1981. During that time, he has presided over more than 3,500 labor and employment cases in a wide variety of industries. Approximately 10% of those cases have involved employee benefits or ERISA issues. Although he ceased teaching as an Adjunct Professor at George Washington University Law School in the labor law and arbitration areas in 1985, Mr. Jaffe continues to lecture and is active in various bar committees and professional organizations. Ira previously served as National President of the Society of Federal Labor Relations Professionals (1990-91).

In addition to arbitrating and mediating, Mr. Jaffe served as a Special Master in a Fair Labor Standards Act class action, served from 1988-92 as the Impartial Chairman of a tripartite Dispute Resolution Committee overseeing the implementation of a multi-million dollar ERISA class action settlement agreement (Rettig/Piech), and served as an Administrative Judge and Mediator for the EEOC. From 1983 to 1986, Mr. Jaffe also was a member and Chairman of the Personnel Appeals Board for the General Accounting Office, an administrative, civil service type appeals board with jurisdiction over the employees of the General Accounting Office. In the area of EEO dispute resolution, Mr. Jaffe has served as one of the Hearing Board Members for the Office of Senate Fair Employment Practices, as a Mediator for the Office of Compliance, and as a Hearing Examiner for the Library of Congress EEO Dispute Resolution Center. He also recently served as a member of the Panels of Neutrals deciding claims pursuant to Stipulations of Settlement in two class actions involving allegations of sex discrimination.

Ira has authored several law review articles and contributed two chapters to Labor and Employment Arbitration, a multi-volume treatise on labor arbitration (one chapter concerned Past Practice and Custom and the second concerned Multiemployer Pension Plan Amendments Act withdrawal liability arbitrations). He authored Unresolved Issues in Employment ADR, published in Arbitration 2002 Workplace Arbitration: A Process in Evolution, Proceedings of the Fifty-Fifth Annual Meeting of the National Academy of Arbitrators (BNA 2003). He also authored The Arbitration of Statutory Disputes: The Role of the Arbitrator – Procedural and Substantive Considerations, published in the Proceedings of the Forty-Fifth Annual Meeting of the National Academy of Arbitrators (BNA 1992) and in 10 Hofstra Labor Law Journal 317 (Fall 1992).

Mr. Jaffe is a member of the National Academy of Arbitrators (NAA), the Labor and Employment Relations Association (formerly the IRRA), the Society of Federal Labor and Employee Relations Professionals, and the American Bar Association (Labor and Employment Law and Dispute Resolution Sections), and served in recent years as a member of the Board of Directors of the Cornell ILR Alumni Association (1999-2005) and served as a member of the Board of Governors of the NAA (2000-03).

Arbitrator Jaffe is also a Charter Fellow in The American College of Employee Benefits Counsel founded by the ABA and a Fellow in The College of Labor and Employment Lawyers.

Mr. Jaffe also serves as the Chair of the Foreign Service Grievance Board, an independent body within the U.S. Department of State, that hears and decides grievances pursuant to the Foreign Service Act of 1980.

Mr. Jaffe was admitted to the District of Columbia (1978), Virginia (1977), and Massachusetts (1977) Bars. He is not an active member of any of those bars due to the fact that his practice is limited to arbitration and mediation activities and remains an inactive member of the Virginia and District of Columbia Bars.

Mr. Jaffe earned a B.S. degree in Industrial and Labor Relations from Cornell University (1974) and a J.D. degree (with honors) from George Washington University Law School (1977).

Ira resides in Potomac, Maryland with his wife, Susan W. Jaffe, M.D., and their four daughters.

**Fee Schedule:**

**Per Diem Rate** – My per diem rate is \$2,000.00 for grievance arbitrations arising under collective bargaining agreements. My per diem rate is \$3,000.00 for interest cases, mediations, employment cases, ERISA cases (including withdrawal liability cases, trustee deadlocks, and plan claims matters), and complex multiparty or class proceedings. The full per diem rate applies to all or any part of a hearing day. If a hearing day exceeds seven and one-half hours, then additional pro rata charges for the excess time may be made.

**Study Time** – My per diem charges (rounded to the nearest half-day) are applied pro rata on the basis of a seven and one-half hour billed day to actual time spent in prehearing matters, in review of the record and briefs, in preparation of the Opinion and Award, and in any posthearing matters.

**Travel Time and Expenses** – Per diem charges may be made on a pro rata basis to time spent traveling to and from the hearing. Charges are also made for actual and necessary expenses of travel, lodging, meals, and incidentals that may relate to the hearing. Personal automobile mileage expenses are charged at the then current IRS rate. Additional charges may apply for cancellation or change fees associated with airfare purchased as nonrefundable travel. (Such purchases may be made when significantly less expensive than refundable travel unless the Parties request otherwise.)

**Postponements and Cancellations** – The full per diem charge for scheduled dates of hearing are payable if I first receive notice of the cancellation or postponement of those hearing dates less than 15 days prior to a scheduled hearing date of a single day or less than 30 days prior to the first of consecutively scheduled hearing dates (two or more consecutive dates reserved).

**Joint and Several Liability for Fees and Expenses** – Services are provided for the benefit of both parties and liability for fees and expenses, therefore, is joint and several.